

Appendix 1: Western Australian Government Generic Capability Profiles - Level 6

Group and Capability	Behavioural Indicators
Shapes and manages strategy	<ul style="list-style-type: none"> Communicates reasons for decisions and clarifies expectations of key deliverables Understands strategic objectives, trends and factors that may influence work plans and goals Scans environment to monitor priorities and keeps self and others informed on work issues Thinks laterally, is innovative, identifies and implements improved work practices
Achieves results	<ul style="list-style-type: none"> Evaluates project performance, identifies need for change and initiates change when required Applies and develops capabilities to meet performance expectations, contributes own expertise to work unit Deals positively with uncertainty and copes in a changing environment, determines action despite lack of clarity Focuses on quality, adheres to procedures and appropriate information management systems for currency and sees project to completion
Builds productive relationships	<ul style="list-style-type: none"> Builds and maintains relationships with stakeholders, team members, other teams, colleagues and clients Actively listens to staff, colleagues, clients and stakeholders, involves and recognises others' contributions Recognises different views, explores contributions and encourages diverse views Works with staff to identify development areas, encourages development activities, proactively requests coaching from supervisor, identifies learning for self and shares this with others
Exemplifies personal integrity and self-awareness	<ul style="list-style-type: none"> Adheres to the Code of Conduct and behaves in an honest, professional and ethical way Constructively challenges issues, discusses alternatives to progress issue Applies self with energy and drive and commits to meeting the objectives, follows up to finalise work Maintains a positive outlook and maintains a balanced working environment Reflects on own behaviours and work style and understands the impact on others and on performance
Communicates and influences effectively	<ul style="list-style-type: none"> Presents messages confidently and selects the appropriate medium for conveying information to the audience's level of knowledge, skill and experience Listens to differing ideas to develop an understanding of the issues, presents persuasive counter-arguments.

